

Yale OFFICE OF NEW HAVEN AND STATE AFFAIRS

February 18, 2010

The Honorable Edith G. Prague
The Honorable Kevin Ryan
Labor and Public Employees Committee
Connecticut General Assembly

433 Temple Street
New Haven CT 06511
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Re: **HB5061 An Act Eliminating Credit Reports as a Basis for Employment Decisions**

Dear Senator Prague, Representative Ryan, and Members of the Committee:

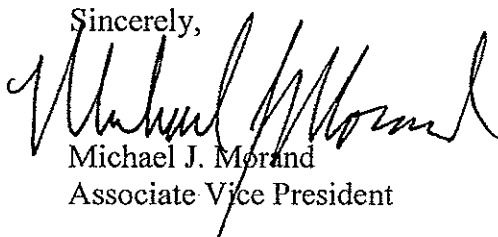
Raised Bill 5061 seeks to balance the interests of current and prospective employees to avoid discrimination based upon their credit history with the interests of employers to maintain operations with appropriate security. I write on behalf of Yale University, whose mission includes operations where the use of credit reports in employment decisions is prudent and reasonable. These activities include the operation of museums and libraries with valuable collections used in research, preservation, and public exhibitions, and the operation of health services that include the use of prescription and other pharmaceuticals.

We request that your committee take into account the interests of such institutions as you consider this bill, as the theft of artwork, rare books, pharmaceuticals, and other valuable non-financial assets is a threat and reality that museums, libraries, universities, and health care institutions must confront. The use of credit reports for employment decisions for positions that involve the handling of such valuable assets is essential for our prudent stewardship.

The bill as drafted appropriately contains language that allows credit reports to be considered for employment decisions when the position *"(A) is a managerial position which involves setting the direction or control of the business, (B) involves access to customers', employees' or employer's personal or financial information other than information customarily provided in a retail transaction, (C) involves a fiduciary responsibility to the employer, including, but not limited to, the authority to issue payments, transfer money or enter into contracts, or (D) provides an expense account."*

We believe it would be prudent for this bill to include specific language that would protect the interests of the public and institutions such as ours regarding non-financial assets. To that end, we would request that you consider adding specific language that allows for the use of credit reports in employment decisions where the position *"(e) involves access to employer's non-financial assets, including, but not limited, to museum and library collections and to prescription and other pharmaceuticals."* We believe such language keeps with the spirit and intent of the raised bill and will offer the appropriate safeguards for the institutional stewardship essential for universities, museums, health care, and other institutions throughout Connecticut.

Sincerely,



Michael J. Morand
Associate Vice President